

Radian turns ownership over to employees

By [Max Showalter • mshowalter@journalandcourier.com](mailto:mshowalter@journalandcourier.com) • January 21, 2009

The nearly 70 employees at Radian Research Inc. didn't know what to expect when they and their spouses received invitations to attend a meeting today at the Best Western Lafayette Executive Plaza & Conference Center.

The meeting was held two years after the death of Glenn Mayfield. He was the founder of the Lafayette company that does business around the world in research and development of energy reference standards, energy meter testing systems, current transformer testers and automated laboratory energy reference systems.

"Last year we had a meeting to commemorate Glenn and that's kind of what I was thinking," said Joe Horstman, a development engineer and 17-year employee at Radian Research. "People were worried the company could go somewhere else."

Those worries were alleviated when employees opened blue paper bags and pulled out certificates with their names on them. The certificates show that the firm has become a 100 percent employee-owned company.

"I was pleasantly surprised. Absolutely," said Horstman. "I plan on hanging around a long time. I'd like to see this company continue to grow."

Radian Research is the first participant in Indiana's Employee Stock Ownership Plan initiative, which was created by state Treasurer Richard Mourdock.

"This is very exciting for the company, its employees and the community," said Tim Everidge, who assumed the duties as president and chief executive officer following Mayfield's death.

Making no moves

While Everidge and the board of directors explored the Employee Stock Ownership Plan, other options for the company included a management buyout or selling the company.

"It's likely, if the company had been sold to a third party, that the jobs would have left the community," he said. "We have good paying jobs at our company, and we expect to keep growing."

In 2003, Radian Research had revenues of \$3.995 million. Last year, that figure grew to \$8.8 million. The company's net worth also increased from \$1 million to \$2.6 million.

"Employee-owned companies have a proven track record of creating wealth for their employees, encouraging the entrepreneurial spirit from within and increasing company productivity," said Mourdock. "Now, more than ever, it's critical for the state of Indiana not only to keep its current

employees, but Hoosier employees must become more innovative and productive in terms of output during these challenging economic conditions as well.

"One of the best reasons to help Indiana companies become employee-owned is that no group of employee-owners have ever, ever, ever, ever moved their company to Mexico or China."

Employees were urged to consider the stock ownership plan as a long-term investment in their future and to take responsibility for finding ways to save [money](#) and grow sales.

"I'm already going over a few things in my head," said production manager Tom Downam, who joined the firm in 1995. "I think this is going to open up all kinds of new arenas."

Radian Research board chairman Edward Nemeroff said the Employee Stock Ownership Plan decision "seemed to be the ideal situation" for the company Mayfield founded.

"We're not going away. We're all here for a while," he said. "Glenn left us with a heck of a legacy and big shoes to fill. This company was his love, his child. We've had the most successful past two years in our 27-year history."